

CONFIDENTIAL

1-2632

MEMORANDUM FOR: Director of Personnel

SUBJECT: Review of One-Grade Promotion System Within the
Clandestine Services

1. At your request a review has been made of the one-grade promotion system within the Clandestine Services. In making the review all staffs and operating divisions were contacted and comments solicited. In addition the matter was discussed at formal meetings of Sections A, B, C and D of the CS Career Service Panel.

2. The consensus within the operating elements of the Clandestine Services is that no adverse effect on employee morale has resulted from the policy. A few divisions favored return to the two-grade policy on the grounds that there would be less administrative work but the majority favored retention of the present system. One division felt that a return to the two-grade system at this time would be an indication of managerial vacillation with a consequent undermining of the confidence of employees in the personnel policies of the Agency.

3. Each Panel Section recommended continuation of the present system, with the recommendations being based primarily on the following two factors:

(a) Confusion and personal rivalry between "professionals" and "non-professionals" at GS-08 and below has been eliminated by use of the one-grade system. This has resulted in much smoother working relationships in those areas such as RI Division where large numbers of lower graded employees are used.

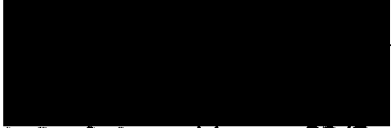
(b) A larger number of promotions can, of course, be made by using the one-grade system than could be made under the old system. Panel members generally understand and accept the current necessity for a reduced number of promotions; however, in their role as operating officials and senior supervisors they strongly desire the opportunity to reward meritorious service and feel that this can be accomplished more frequently at the grade levels involved under the present system.

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NEXT REV DATE 10/02/80 REV DATE 9/02/80 REV BY 006/99 CREF DOC 03
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4. In view of above comments the Clandestine Services Career Service recommends continuation of the present one-grade promotion system.


Chief of Operations, DD/P

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ROUTING AND RECORD SHEET

OP-1210

SUBJECT: (Optional)

FROM:

AC/CSPO

2119 I

NO.

DATE

16 May 1960

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

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C/OPSER

2004 L

16 MAY 1960

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COPS-DD/P

1038 L

NA

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DD/Personnel
Director of Personnel

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